Session on Visiting Lecturers Programs

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2008 ADVANCE PI Meeting
Alexandria, VA
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Columbia University

• “Science of Diversity” seminar series
• Hosted by Director of Lamont-Doherty Earth Institute
• 2006 Symposium and ongoing lecture series featuring behavioral and social scientists to stimulate institutional transformation
• Successes: coverage in national media and commitment to institutionalize
Columbia University

• Challenges: knowing in advance how effective and relevant speakers will be for the intended audience

• Local conditions:
  – Support of director of LDEI and Vice Provost for Diversity have been beneficial for encouraging faculty/staff attendance
  – Columbia Psychology faculty have been helpful in identifying speakers
Rice University

- “Discourse on Leadership and Diversity”
- Seminars once per semester; speakers intended to be diversity/gender experts with broad audience appeal
- Successes/challenges: audiences good and participation strong, but attendance has been a problem
- Other units have been eager to partner in hosting
Rice University

• Lessons learned: partnerships can be helpful in increasing participation, especially by including partners in planning and having events at diverse locations

• Local conditions:
  – a small campus and people work together well
  – Many seminars/talks/lectures—hard to get an audience for other things
University of Washington

- “Visiting Scholars Program”
- Initially envisioned as hosting medium-long term visitors who would help with ADVANCE project—only one of these was identified
- Has morphed to 2-3 day visits, including visitors to departments
- Some departments have used to host potential future faculty
- Others not necessarily tied to recruiting—visitors of opportunity
University of Washington

• Challenges/Successes:
  – Hard to find visitors willing to come for extended visits
  – Some departments have used shorter visits successfully for recruiting faculty

• Local Conditions
  – Extended visit program would have required significant management and recruiting for success
University of Wisconsin-Madison

- “Celebrating Women in Science and Engineering Grant Program”
- Competitive program to allow departments, centers, or student groups funding to enhance existing seminar series or create new events aligned with goals of WISELI
- 1 competition/yr; max funding $3K; max time 1 yr; matching funds encouraged
University of Wisconsin-Madison

- Award recipients asked to evaluate own programs and provided assistance
- Challenges/Successes
  - Evaluation of overall program is difficult; could not detect impact in climate survey
  - Greatest impact may be on graduate students; have had a lot of student participation
  - New groups continue to apply; quality increasing
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- “ADVANCE Distinguished Lecture Series”
- Avenue for establishing professional connections
- Tenure-track women eligible to invite one speaker per year
- Two calls per year; application includes specific goals and anticipated benefits of interaction with the speaker
- Host arranges schedule, includes dinner with dean/dept. head
Kansas State University

• Successes/challenges:
  – Junior faculty able to make significant connections with leaders in fields
  – Get some women to think beyond known circle of colleagues
  – A few departments do not have seminar series—attendance a problem

• Encouraged new faculty by hosting lunches with panel of previous hosts and created brochure of tips